United Nations A/59/222

General Assembly

Distr.: General
10 August 2004

Original: English

Fifty-ninth session
Item 116 of the provisional agenda*
Human resources management

Employment of retired former staff

Report of the Secretary-General

Summary

The present report is submitted in compliance with General Assembly resolution 57/305 of 15 April 2003, sections VI and VII, in which the Secretary-General was requested to submit a report to the General Assembly at its fifty-ninth session on the employment of retired former staff, including the criteria for selection of staff in the Professional categories, the number of staff hired for periods exceeding two years and the number of retired former staff serving in posts affecting the decision-making process, in particular in the areas of recruitment and promotion within the Secretariat and in the field, instances in which responsibilities of representation before intergovernmental bodies were assigned to retired staff and retention of staff beyond the mandatory age of separation.

The report also conforms to the request made by the General Assembly in paragraph (f) of its decision 51/408 of 4 November 1996, in which it requested the Secretary-General to report every two years on all aspects of the use of retired former personnel, including possible revision of the ceiling on annual earnings, and to provide information concerning retired former staff recruited on a short-term basis in all categories and at all levels, as well as under special service agreements. The report also contains information on the use of former staff 55 years of age and older who took a withdrawal settlement. It covers the biennium 2002-2003.

* A/59/150.

04-45580 (E) 120904

I. Introduction and definitions

1. By paragraph (f) of its decision 51/408 of 4 November 1996, the General Assembly requested the Secretary-General to report to it every two years on all aspects of the use of retired personnel, including possible revision of the ceiling on annual earnings and information concerning retired former staff recruited on a short-term basis in all categories and at all levels, as well as under special service agreements.

2. The definition of the term "retiree", as proposed in paragraph 4 of the report of the Secretary-General of 20 October 1998 (A/53/526) and endorsed by the General Assembly in its resolution 53/221 of 7 April 1999, is "a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund."

3. This definition includes all staff 60 years of age or older with a permanent appointment (or, for staff who joined the Organization after 1 January 1990, 62 years of age or older) who separated under the administrative action of retirement. It also includes all other staff 55 years of age or older, most of whom held fixed-term appointments, who qualified for and are in receipt of a pension benefit even if they separated under the administrative action of expiry of contract or early retirement. The definition excludes former staff members who are not in receipt of a pension benefit from the United Nations Joint Staff Pension Fund, for example, staff members who opted to withdraw their benefit. Individuals who were not staff members prior to age 60 and were over 60 years of age at the time of engagement are excluded as retirees, as are staff who, having exceeded the mandatory age of retirement, continue to work under an extension of appointment or upon reappointment and continue to contribute to the Pension Fund.

4. Furthermore, as recommended by the Advisory Committee on Administrative and Budgetary Questions in paragraph 10 of its report of 20 November 1998 (A/53/691) and endorsed by the General Assembly in its resolution 53/221, the present report also provides statistics on persons who have retired after age 60 or 62 but who have been re-employed for a period for six months or more, including those who have elected to receive a withdrawal settlement.

5. Pursuant to the request made by the General Assembly in section VI, paragraph 5, and section VII, paragraph 2, of its resolution 57/305 of 15 April 2003, the present report provides information on the criteria for the selection of staff in the Professional categories, the number of staff hired for periods exceeding two years and the number of retired former staff serving in posts that affect the decision-making process, in particular in the areas of recruitment and promotion within the Secretariat and in the field, instances in which responsibilities of representation before intergovernmental bodies are assigned to retired staff and on the retention of staff beyond the mandatory age of separation.

6. Owing to its character as an inter-organizational body, the United Nations Joint Staff Pension Fund is no longer included in reports pertaining to the United Nations Secretariat. Any retired former staff members engaged by the Fund during the reporting period are therefore not reflected in the present report.

7. Relevant data for the period from 1 January 2002 to 31 December 2003 can be found in tabular form in the annex to the present report.

II. Ceiling on annual earnings

8. In its decision 51/408, the General Assembly decided to set a ceiling on earnings of $22,000 per calendar year for retired staff who received a pension benefit from the United Nations Joint Staff Pension Fund, with the exception of language-services staff, for whom the ceiling was set at $40,000 per calendar year, and to limit such employment to no more than six months per year.

9. In its report of 14 October 2002 (A/57/469), the Advisory Committee on Administrative and Budgetary Questions concurred with the proposal of the Secretary-General to set the maximum limit on the employment of retired language staff in terms of workdays rather than as a dollar amount. The Advisory Committee recommended that the limit be set at 125 workdays per year. In this way, it would not be necessary in future to consider frequent revisions to the limit in order to accommodate cost-of-living adjustments to the daily rate. The Assembly, in paragraph 1, section VI, of its resolution 57/305, endorsed the recommendation.

III. Statistical data

Observations and analysis

10. The statistical data provided in the annex to the present report show that 620 retired former staff were engaged during the biennium 2002-2003. This is 245 more (65 per cent) than during the previous biennium 2000-2001, which in turn was higher (9.6 per cent; 33 retirees) than in 1998-1999. The number of days worked during the biennium increased (from 49,759 days in 2000-2001 to 99,201 days in 2002-2003, an increase of 99 per cent), as has the cost of employing retired staff (from $10.5 million to $26.9 million, an increase of 156 per cent).

11. Table 1 of the annex shows the use of retirees (numbers of retirees engaged, number of days worked and total fees) by type of engagement. Table 2 contains a breakdown by category of engagement along the same parameters. A total of 42 per cent of the engagements were retired former staff in the Professional and higher categories and 25 per cent were in the Field Service and General Service and related categories. Some 32 per cent of the engagements were by special service agreement, covering both consultants and individual contractors, and 54 per cent of the engagements were on a short-term basis. The overall trend is an increase along all parameters (number engaged, days worked and fees) since 1998: 81 per cent more engagements, 86 per cent more days worked and a 162 per cent increase in cost. More retirees have been engaged for an increased number of workdays and at an increasing cost.[1] Figures 1, 2 and 3 illustrate graphically the evolution of the three basic parameters: the number of retirees engaged, the total number of days worked and the total fees paid over the past three bienniums (1998-1999, 2000-2001, 2002-2003).

[1] The increase is due partly to improved reporting arising from the implementation of the Payroll release for the Integrated Management Information System, which was completed by mid-2002.

Figure 1
Number of retirees engaged

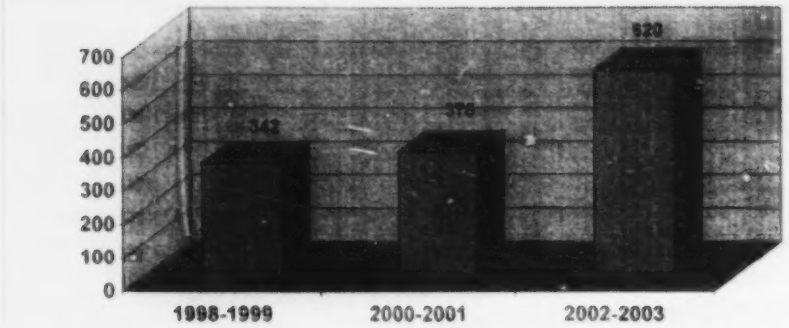


Figure 2
Number of days worked by retirees

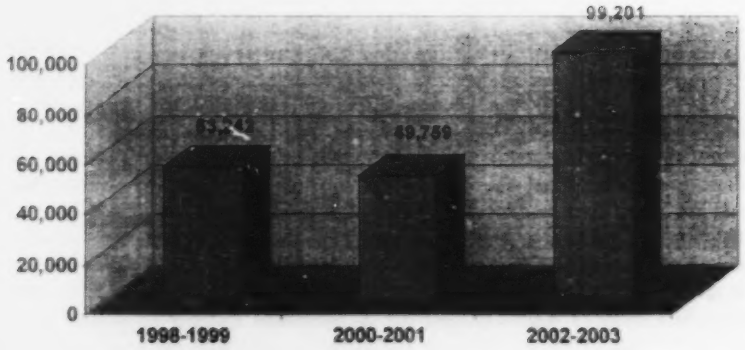
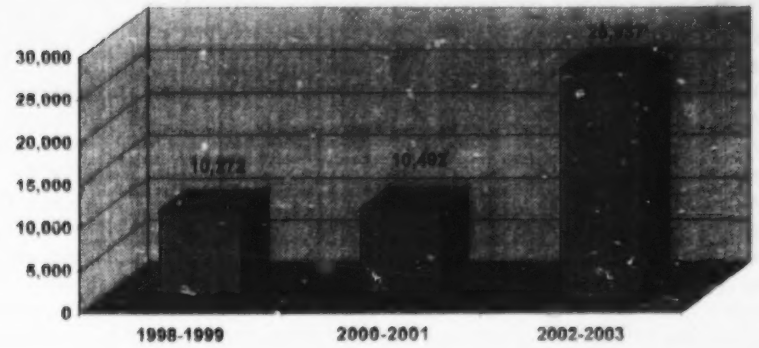


Figure 3
Total fees paid to retirees (thousands of United States dollars)



12. Table 3 of the annex indicates that the use of retirees in the language services of the Department for General Assembly Affairs and Conference Management have increased, which accounted for 220 engagements over the biennium (32.5 per cent of the total) and 33,539 workdays at a cost of $10.7 million in fees and salaries, making that department the single largest user of retired staff. The United Nations Office at Geneva, the second largest user of such staff, accounted for 71 engagements (10.5 per cent of the total) for 7,533 workdays at a cost of $2.3 million. The Department of Economic and Social Affairs had 56 engagements (8.3 per cent) for 5,015 working days at a cost of $1.4 million. Increased demand for mission support has resulted in the hiring of retired staff by the Department of Peacekeeping Operations, with 38 engagements (5.6 per cent) for 9,152 working days at a cost of $3.2 million. The Economic Commission for Latin America and the Caribbean had 47 engagements for 7,894 working days at a cost of $1.1 million. Other departments and offices that spent between $0.5 and $1 million employing retirees in 2002-2003 were the Department of Management, the Department of Public Information, the United Nations Office at Vienna, the United Nations Conference on Trade and Development, the Department of Political Affairs, the Office for the Coordination of Humanitarian Affairs and the Economic and Social Commission for Asia and the Pacific.

13. The reasons for the increases in the number of retirees engaged, the number of days they worked and their fees during the biennium 2002-2003 can be grouped into two broad categories. First, conference services in major duty stations experienced an increase in the number of meetings and required documentation at a time when there was a simultaneous increase in the number of retirements. This necessitated the hiring of retirees with specialized skills, such as translators, interpreters and editors, for limited periods. Retirees were hired as a temporary measure while the regular staff selection process was under way. Second, major increases in peacekeeping and humanitarian activities in the field required rapid reinforcement

of backstopping capacity in the relevant departments. Many new posts were authorized for this purpose and were temporarily filled with retirees pending the appointment of candidates through the regular process. The use of retirees was a stopgap measure to provide the offices concerned with staff having the required competencies and experience. In both cases, the use of retirees is considered to be the most cost-effective way to meet short-term operational needs.

14. With regard to the use of retired former staff by nationality and gender (see annex, table 4), nationals of 88 countries were engaged (13 more than in 2000-2001, a 17 per cent increase). There were 131 engagements of nationals of the United States of America (21.1 per cent), 59 of nationals of France (9.5 per cent), 49 of nationals of Egypt (7.9 per cent), 43 of nationals of Chile (6.9 per cent), 35 of nationals of the United Kingdom of Great Britain and Northern Ireland (5.6 per cent), 20 of nationals of Argentina (3.2 per cent), 17 of nationals of China (2.7 per cent), 17 of nationals of the Russian Federation (2.7 per cent), and 14 of nationals of the Philippines (2.3 per cent). Thirteen countries accounted for 69.44 per cent of all engagements, and 44 per cent of the retired former staff engaged were women. Figures 4 and 5 show graphically the evolution of the percentage of retirees who are women and the number of Member States of origin over the bienniums 1998-1999, 2000-2001 and 2002-2003.

Figure 4
Percentage of retirees who are women

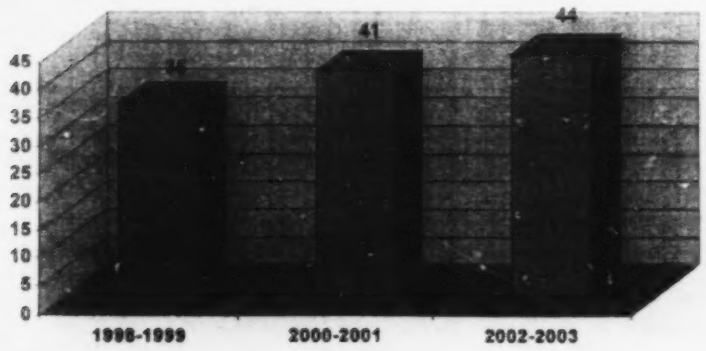
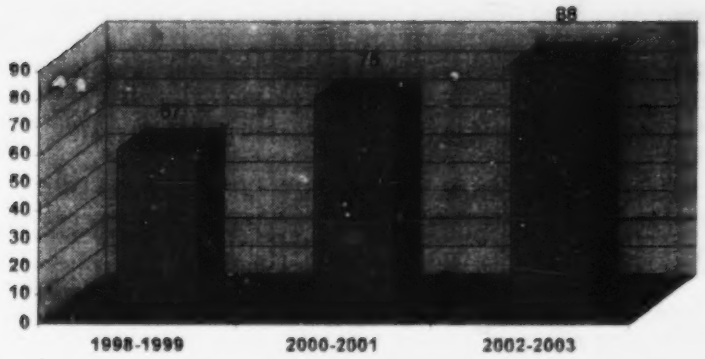


Figure 5
Number of Member States of origin



15. Three main groups of functions were carried out by retired former staff in 2002-2003 (see annex, table 5): 35 per cent of engagements were for language services, in particular revisers and interpreters, 26 per cent were for administrative functions and 23 per cent were for political, economic, social, environmental, humanitarian, advisory and technical assistance functions.

16. The two largest age groups of retired former staff engaged during the biennium were those aged 60 to 70 years (79 per cent) and those aged 55 to 60 years (17 per cent) (see annex, table 6).

17. Fees and salaries for retired former staff in the biennium 2002-2003 totalled $26.9 million, of which language services accounted for $11.8 million (43.7 per cent).

18. In the biennium 2002-2003, no retirees were engaged for a period exceeding two years.

19. In the biennium 2002-2003, 24 retirees served in 12 departments and offices[2] in posts that affected the decision-making process in the areas of recruitment and promotion within the Secretariat. The selection criteria for retirees in the Professional and higher categories are identical to those in effect for the selection of all staff and fully respond to the merit requirements of article 101, paragraph 3, of

[2] Office for the Coordination of Humanitarian Affairs, Department of Management, Office of the Secretary-General, Department for General Assembly Affairs and Conference Management, Department of Public Information, United Nations Office at Geneva, Economic Commission for Latin America and the Caribbean, Department of Peacekeeping Operations, Economic Commission for Europe, Office of Legal Affairs, Department of Political Affairs and Office of Internal Oversight Services.

the Charter of the United Nations. The Secretariat has found no evidence suggesting that responsibilities of representation before intergovernmental bodies had been assigned to retired staff in 2002-2003.

20. With respect to the retention of staff beyond the mandatory age of separation, there were 149 such staff in 2002 and 166 in 2003. The Department for General Assembly Affairs and Conference Management and the Office of Mission Support of the Department of Peacekeeping Operations together accounted for more than 35 per cent of the retentions. The issuance in November 2003 of an administrative instruction on retention in service beyond the mandatory age of separation and employment of retirees (ST/AI/2003/8), which is being vigorously applied, will lead to a reduction in both categories.

IV. Use of retired former staff as compared with the previous biennium

21. Compared with the biennium 2000-2001, the number of engagements in 2002-2003 increased by 65 per cent and the number of retired former staff engaged rose by 245. Retired former staff were engaged for longer work periods, as indicated by the increase of 99 per cent in the number of days worked over the biennium. Fees and salaries rose by 156 per cent. The overall trend is clearly one that has been on the rise since 1998.

22. In the biennium 2002-2003, 105 more retired former staff were engaged in the Professional and higher categories than in the biennium 2000-2001 and 104 more were hired under special service agreements. The use of retired former staff in language services increased in terms of the number engaged (127 more staff, a 105.8 per cent increase), the number of days worked (20,285 days more, an increase of 131.7 per cent) and fees and salaries paid ($11.8 million in 2002-2003 as compared with $4.2 million in 2000-2001, an increase of 180 per cent). The average duration of engagement of retired former staff in the language services increased from 4.4 months in 2000-2001 to 4.8 months in 2002-2003 (a 9 per cent increase). The number of retired former staff performing functions in the political, economic, social, environmental, humanitarian, advisory and technical assistance areas increased by 117 (254 per cent) and the number of working days increased by 19,376 (392 per cent) in 2002-2003 as compared with 2000-2001, whereas the cost increased by $5.7 million (630 per cent). The engagement of retired former staff for those functions became more expensive in 2002-2003 ($270 per day) as compared with 2000-2001 ($182 per day). In administrative services, the use of retired former staff in 2002-2003 has remained practically unchanged since the end of 2001; however, the number of working days in 2002-2003 as compared with 2000-2001 increased by 7,981 days (40 per cent), as did the cost, by $2.6 million (81 per cent). Employment of retired former staff in 2002-2003 in other services also increased as compared with 2000-2001, in the number of persons engaged (45 persons more, or 74 per cent), the number of working days (1,800 days, or 19.3 per cent) and fees paid ($0.58 million more, or 27 per cent). The employment of female retirees has increased by 3 per cent (increasing from 41 per cent of the total in 2000-2001 to 44 per cent in 2002-2003). This is less steep than the 6 per cent increase between 1998-1999 and 2000-2001.

23. Retired former staff came from 14 more countries in 2002-2003 than in 2000-2001, and more departments and offices (34) employed retired former staff. Costs related to the engagement of retired former staff from the United States increased in 2002-2003 by $4.3 million as compared with 2000-2001. The same happened with respect to retirees from Egypt, with an increase of $1.8 million, and France, with an increase of $1.4 million.

24. In 2002-2003, the average cost of each engagement of a retiree increased to $39,497 from $26,765 in 2000-2001 (a 48 per cent increase). The average retiree cost per day in 2002-2003 was $272, an increase from $211 per day (29 per cent) in 2000-2001.

V. Statistical analysis of former staff 55 years of age or older who received a withdrawal settlement and were re-employed for six months or more

25. In accordance with article 31 of the Regulations of the United Nations Joint Staff Pension Fund, a withdrawal settlement is payable to a participant of the Pension Fund whose age on separation is less than the normal retirement age or if the participant is the normal retirement age or more on separation but is not entitled to a retirement benefit. The settlement shall consist of the participant's own contributions to the Pension Fund if the contributory service of the participant was less than five years or the participant's own contributions increased by 10 per cent for each year in excess of five, up to a maximum of 100 per cent, if the contributory service of the participant was more than five years.

26. Aggregation of the number of retired former staff with the number of staff 55 years of age or older who took a withdrawal settlement results in a new global baseline for all activities performed by those staff. The baseline for the biennium 2002-2003 is 57 persons engaged for a total number of 14,323 days worked and a total cost of $3.8 million. Statistical information on retired former staff together with the number of staff 55 years of age or older who took a withdrawal settlement is provided in tables 7 to 12 of the annex.

27. During the biennium 2002-2003, there were 57 engagements of former staff over the age of 55 who took the withdrawal settlement from the Pension Fund. Of those, 48 per cent were in the Professional and higher categories and 27 per cent were in the Field Service and General Service and related categories. The remaining 25 per cent were engaged by special service agreement. Those former staff were employed by 18 departments and offices, especially the Department of Peacekeeping Operations (15 staff, or 24 per cent) and the Department for General Assembly Affairs and Conference Management (14 staff, or 22 per cent). A total of 57 persons were engaged from 25 countries. Seven countries[3] (28 per cent) had at least one person engaged, and 35 per cent were women. The number of days worked totalled 14,323 over the biennium, representing a cost in salaries and fees of $3.8 million.

[3] United States, United Kingdom, Russian Federation, France, Australia, Sweden and Canada.

28. Of the former staff over the age of 55 who took the withdrawal settlement, 42 per cent were engaged for activities in political, economic and social affairs, environment, humanitarian assistance, advisory services, technical assistance and similar services (6,198 workdays, $1.7 million), 26 per cent worked in administrative services (3,534 workdays, $0.6 million) and 20 per cent were in language services (3,329 workdays, $1 million). Some 57 per cent of staff in this category were between 55 and 60 years of age, whereas 40 per cent were between 60 and 70.

VI. Comparison between the use of retired former staff and former staff 55 years of age or older who took a withdrawal settlement and were re-employed for a period of six months or more

29. Comparing the use of retired former staff and former staff 55 years of age or older who took a withdrawal settlement, the latter group represents 10 per cent of the total number of persons engaged during the biennium 2002-2003. Their activities constitute 14 per cent of the number of days worked and 12 per cent of the cost. As a consequence of their smaller number, former staff who took the withdrawal settlement have been employed across a smaller number of departments and offices and less diverse countries of origin. The priority areas of engagement are almost identical for both categories.

VII. Recommendation

30. **The General Assembly is invited to take note of the present report.**

Annex

Statistical tables on the use of retirees during the biennium 2002-2003

Table 1. Use of retirees by type of engagement

Table 2. Use of retirees by category of engagement

Table 3. Use of retirees by entity

Table 4. Use of retirees by country of origin and gender, 2002-2003

Table 5. Use of retirees by function, 2002-2003

Table 6. Use of retirees by age group, 2002-2003

Table 7. Use of former staff who received a withdrawal settlement, by type of engagement

Table 8. Use of former staff who received a withdrawal settlement, by category of engagement

Table 9. Use of former staff who received a withdrawal settlement, by entity

Table 10. Use of former staff who received a withdrawal settlement, by country of origin and gender

Table 11. Use of former staff who received a withdrawal settlement, by function, 2002-2003

Table 12. Use of former staff who received a withdrawal settlement, by age group, 2002-2003

Explanatory notes

All data on the number of days of service in the tables have been rounded to the nearest 10 days. All data on fees and salaries have been rounded to the nearest thousand United States dollars.

The baseline used in the report and annex is 620 individual retired former staff employed over the biennium for a total of 99,201 days of service at a cost of $26.9 million.

The database records the number of individuals engaged during each year of the reporting period. Differences in the number of persons engaged that appear in the totals of the tables are the result of the variable count of the engagements against different parameters. Similarly, the number of engagements by department or office may exceed the baseline because some retirees were employed in more than one department during the reporting period. Counts by nationality and by age group are closest to the baseline, since the recording of retirees under different nationalities or in different age groups is not likely to occur.

Compared with the previous report on the employment of retired former staff, the present report provides more refined data on retirees employed on short-term "when actually employed" contracts. This improvement is related to the calculation of actual days worked by each such retiree rather than the total duration of their contracts, as has been done previously.

Table 1. Use of retirees by type of engagement

Type of engagement	*Number of retirees engaged*[a]			*Number of days worked*			*Total fees or salaries*[b]		
	2002	2003	2002-2003	2002	2003	2002-2003	2002	2003	2002-2003
Fixed-term	42	40	66	12 927	7 912	20 839	3 443	2 074	5 517
Intermediate	1	3	4	578	1 186	1 764	226	438	663
Limited duration	9	3	12	2 987	874	3 861	929	347	1 276
Permanent	1	-	1	122	-	122	39	-	39
Short-term	260	297	370	24 469	27 106	51 575	7 648	8 483	16 131
Consultant[c]	85	105	148	6 482	7 863	14 345	1 092	1 341	2 432
Individual contractor[c]	47	54	81	2 671	4 024	6 695	394	484	878
Total	**445**	**502**	**682**	**50 236**	**48 965**	**99 201**	**13 770**	**13 167**	**26 937**

[a] The total number of persons engaged for the biennium (682) is less than the sum of the totals for 2002 and 2003 (947) because retirees who were engaged in both years are counted only once in the total for the biennium. The difference between the total for the biennium and the baseline of 620 retirees results from the fact that 62 persons had multiple engagements.

[b] In thousands of United States dollars.

[c] Special service agreements.

Table 2. Use of retirees by category of engagement

Category of engagement	*Number of retirees engaged*[a]			*Number of days worked*			*Total fees or salaries*[b]		
	2002	2003	2002-2003	2002	2003	2002-2003	2002	2003	2002-2003
Assistant and Under-Secretaries-General	1	-	1	371	-	371	249	-	249
Field Service and General Service	110	118	166	16 061	13 065	29 126	3 089	2 543	5 631
Professional and higher	201	224	280	24 651	24 013	48 664	8 947	8 799	17 746
Special service agreement	125	152	214	9 153	11 887	21 040	1 485	1 825	3 310
Total	**437**	**494**	**661**	**50 236**	**48 965**	**99 201**	**13 770**	**13 167**	**26 937**

[a] The total number of persons engaged for the biennium (661) is less than the sum of the totals for 2002 and 2003 (931) because retirees who were engaged in both years are counted only once in the total for the biennium. The difference between the total for the biennium and the baseline of 620 retirees results from the fact that 41 persons had multiple engagements.

[b] In thousands of United States dollars.

Table 3. Use of retirees by entity

Entity[a]	*Number of retirees engaged*[b]			*Number of days worked*			*Total fees or salaries*[c]		
	2002	2003	2002-2003	2002	2003	2002-2003	2002	2003	2002-2003
DGACM	165	189	220	15 816	17 723	33 539	4 992	5 673	10 664
DPKO/OMS	13	13	24	4 426	2 490	6 916	1 446	950	2 396
UNOG	43	50	71	3 486	4 047	7 533	1 098	1 165	2 263
DM[d]	20	20	33	5 391	2 361	7 752	1 350	540	1 890
OHRM	8	10	15	2 052	1 471	3 523	663	294	957
OCSS	6	6	10	1 474	476	1 950	248	147	395
OPPBA	6	3	7	1 865	233	2 098	438	78	516
OUSG	-	1	1	-	181	181	-	22	22
DESA	32	37	56	2 188	2 827	5 015	656	705	1 361
ECLAC	30	38	47	3 710	4 184	7 894	439	616	1 055
DPI	12	19	19	1 662	2 348	4 010	429	620	1 049
DPKO	10	6	14	1 693	543	2 236	522	233	755
UNCTAD	17	19	27	1 636	2 049	3 685	332	325	657
OCHA	7	8	11	1 418	1 124	2 542	412	234	645
DPA	11	9	15	1 619	1 342	2 961	362	279	642
ESCAP	14	16	23	1 515	1 239	2 754	428	210	638
UNOV	10	12	15	892	868	1 760	218	260	478
UNJSPF	5	8	9	554	1 042	1 596	168	236	404
OLA	3	2	4	593	318	911	229	106	335
ITC	2	12	14	89	814	903	22	225	247
ESCWA	1	4	5	29	536	565	9	207	217
OSG	3	4	7	331	454	785	16	152	167
UNON	8	2	8	559	142	701	110	34	144
ECE	6	6	9	496	307	803	69	62	131
ECA	5	5	8	481	1 145	1 626	47	78	125
UNEP	4	5	8	131	343	474	34	80	114
UNMOVIC	2	1	2	281	58	339	83	24	107
OIOS	3	1	4	197	77	274	72	25	97
OHCHR	4	5	5	309	92	401	69	25	94
DDA	2	2	3	125	104	229	32	20	52
OIP	1	1	2	80	195	275	20	26	47
UNCC	2	1	2	142	21	163	36	8	44
UNITAR	4	4	7	277	73	350	24	13	38
Interorganizational	-	2	2	-	99	99	-	34	34
UNODC	1	-	1	43	-	43	32	-	32
UNIDO	1	-	1	37	-	37	8	-	8
UN-Habitat	1	-	1	30	-	30	8	-	8
Total	**442**	**501**	**677**	**50 236**	**48 965**	**99 201**	**13 770**	**13 167**	**26 937**

[a] Please see list of abbreviations at the end of the annex.

[b] The total number of persons engaged for the biennium (677) is less than the sum of the totals for 2002 and 2003 (943) because retirees who were engaged in both years are counted only once in the total for the biennium. The difference between the total for the biennium and the baseline of 620 retirees results from the engagement of 57 retirees by more than one department or office during the biennium.

[c] In thousands of United States dollars.

[d] Represents the total for the following offices in the Department of Management: the Office of the Under-Secretary-General; the Office of Programme Planning, Budget and Accounts, the Office of Human Resources Management and the Office of Central Support Services.

Table 4. Use of retirees by country of origin and gender, 2002-2003

A. United Nations

Nationality	*Number of retirees engaged*	*Percentage female*	*Number of days worked*	*Total fees or salaries*[a]
United States	131	45	23 015	6 058
Egypt	49	18	8 191	2 833
France	59	73	8 546	2 461
United Kingdom	35	57	4 647	1 293
Chile	43	51	7 032	1 276
Argentina	20	45	3 574	1 158
Australia	9	67	2 680	819
China	17	18	2 167	743
Guyana	6	50	1 578	618
Spain	13	54	2 140	601
Russian Federation	17	35	1 750	560
Philippines	14	79	2 268	421
Canada	10	50	1 368	414
India	9	22	1 081	384
Syrian Arab Republic	6	-	968	354
Ireland	6	67	1 280	348
Malaysia	3	-	818	315
Germany	10	40	1 253	283
Switzerland	12	58	995	268
Nigeria	1	-	401	250
Austria	8	50	1 262	242
Iceland	1	-	541	240
Brazil	2	50	815	225
Uruguay	5	40	1 538	205
Colombia	4	75	536	201
Jordan	4	-	603	183
Ghana	3	-	649	170
New Zealand	1	-	365	162
Japan	2	50	515	159
Netherlands	5	40	625	156
Thailand	9	89	1 127	155
Sweden	2	-	404	145
Peru	2	100	423	145
Ethiopia	7	43	1 661	140
Denmark	3	-	435	137
Ecuador	3	67	424	137
Belgium	3	33	567	132
Senegal	2	50	279	122
Bolivia	1	-	365	117
Portugal	2	100	502	115
Tunisia	4	-	306	108

Table 4. Use of retirees by country of origin and gender, 2002-2003

Nationality	*Number of retirees engaged*	*Percentage female*	*Number of days worked*	*Total fees or salaries[a]*
Cuba	1	100	487	105
Zimbabwe	3	33	304	105
Sudan	2	-	251	103
Algeria	2	-	790	100
Bulgaria	2	50	539	93
Antigua and Barbuda	2	100	330	86
Pakistan	1	-	268	86
United Rep. of Tanzania	1	-	224	80
Italy	4	25	220	78
Mexico	4	75	474	77
Paraguay	1	100	177	74
Serbia and Montenegro	2	50	305	69
Somalia	2	-	159	61
Haiti	1	100	344	60
Liberia	2	-	138	56
Bangladesh	2	-	543	55
Gambia	1	-	181	52
Panama	2	50	382	51
Yemen	1	-	138	45
Mali	1	-	114	42
Trinidad and Tobago	4	25	268	41
Mauritius	1	-	178	40
Barbados	1	-	325	40
Iraq	2	-	300	39
Greece	3	-	173	35
Cameroon	3	-	115	31
Finland	3		112	30
Poland	2	50	185	29
Belarus	1	-	89	29
Uganda	1	-	310	28
Malta	1	-	87	27
Morocco	1	-	59	27
Cyprus	2	-	61	26
Norway	1	-	90	22
Sri Lanka	1	100	196	22
Israel	2	-	54	20
Jamaica	1	-	82	19
Honduras	1	100	69	17
Saint Lucia	1	100	93	16
Czech Republic	1	-	44	14
Solomon Islands	1	-	42	13
Grenada	1	-	95	12

Table 4. Use of retirees by country of origin and gender, 2002-2003

Nationality	*Number of retirees engaged*	*Percentage female*	*Number of days worked*	*Total fees or salaries*[a]
Turkey	1	-	31	10
Venezuela	1	100	22	8
Sierra Leone	1	-	24	6
Croatia	1	-	7	2
Fiji	1	-	28	1
Total	**620**	**44**	**99 201**	**26 937**

[a] In thousands of United States dollars.

B. Language-related services

Nationality	*Number of retirees engaged*	*Percentage female*	*Number of days worked*	*Total fees or salaries*[a]
Egypt	46	19.6	7 686	2 599
United States	44	34.1	5 842	1 949
France	36	75.0	5 431	1 735
China	14	21.4	1 865	710
United Kingdom	16	62.5	1 869	652
Argentina	12	50.0	1 656	603
Russian Federation	14	35.7	1 520	525
Spain	10	70.0	1 590	447
Syrian Arab Republic	6	-	968	354
Chile	6	66.7	973	295
Colombia	3	100.0	528	198
Canada	3	100.0	542	152
Uruguay	2	100.0	368	150
Australia	2	100.0	599	146
Ecuador	3	66.7	424	137
Peru	1	100.0	363	134
Cuba	1	100.0	487	105
Switzerland	3	-	285	103
Ireland	2	100.0	429	92
Portugal	1	100.0	328	83
Tunisia	2	-	187	74
Paraguay	1	100.0	177	74
Antigua and Barbuda	1	100.0	167	66
Mexico	2	100.0	229	57
Austria	2	50.0	194	54
Sudan	1	-	146	48
Yemen	1	-	138	45
Mali	1	-	114	42
Jordan	2	-	217	36
Algeria	1	-	157	35
Belgium	1	-	82	34
Israel	2	-	54	20
India	1	100.0	67	15
Thailand	1	100.0	4	1
Total	**244**	**45.1**	**35 686**	**11 771**

[a] In thousands of United States dollars.

Table 5. Use of retirees by function, 2002-2003

Function	*Number of retirees engaged*[a]	*Total of days worked*	*Total fees or salaries*[b]
Language-related services			
Conference Typist	1	15	3
Copy Preparer	1	82	27
Editor	12	2 758	853
Editorial Assistant	4	655	156
Editorial Clerk	17	3 366	543
Interpreter	50	4 726	1 894
Language Reference Assistant	5	947	239
Language Reference Clerk	1	67	15
Programme implementation	1	45	24
Proofreader	1	209	77
Reviser	112	17 844	6 620
Text-Processing Clerk	11	1 534	327
Translator	11	1 145	366
Verbatim Reporter	20	2 293	626
Subtotal	**247**	**35 686**	**11 771**
Political, economic, social, environmental, humanitarian, advisory and technical assistance services			
Administrative Assistant	1	261	62
Adviser	5	886	279
Advisory services	20	1 736	300
Civil Affairs Officer	2	544	175
Deputy Director	1	122	45
Director	1	79	33
Director, Information Centre	1	107	42
Drafting of manuscripts	9	1 109	76
Economic Affairs Officer	8	732	237
Electrician	1	35	8
Energy	1	21	4
Engineer	1	91	30
Environmental Affairs Officer	2	151	56
Expert	2	163	67
First Officer	4	701	260
Focal Point for Women	1	107	53
Human Rights Officer	1	548	176
Information Assistant	2	140	9
Information Officer	7	1 956	525
Interregional Adviser	2	646	69
Laboratory Technician	1	543	9
Lectures/training courses	5	167	32
Officer-in-Charge	3	645	232
Police Commissioner	1	220	97
Political Affairs Officer	3	842	192
Population Affairs Officer	1	343	112
Population Programmes	2	139	25
Press Officer	1	200	65

Table 5. Use of retirees by function, 2002-2003

Function	*Number of retirees engaged*[a]	*Total of days worked*	*Total fees or salaries*[b]
Principal Officer	6	2 207	923
Programme Assistant	5	503	101
Programme Coordinator	1	365	117
Programme evaluation	3	373	51
Programme implementation	16	1 003	246
Programme Management Officer	1	100	33
Programme Officer	2	81	12
Programme planning	1	181	18
Protocol Assistant	1	15	4
Radio Producer	1	93	25
Regional Adviser	4	992	387
Research Assistant	1	172	43
Research Officer	1	30	10
Second Officer	4	522	165
Senior Officer	6	997	343
Social Affairs Officer	3	241	69
Social Sciences Assistant	1	156	37
Special Analytical Studies	7	652	97
Special Representative of the Secretary-General	1	371	249
Spokesperson	1	71	23
Statistician	1	181	12
Statistics Assistant	1	33	8
Technical Cooperation Assistant	1	91	22
Technical Cooperation Clerk	1	248	27
Technical Officer	1	161	67
Technician	2	1 057	159
Transnational Corporation Affairs Officer	1	181	52
Subtotal	**163**	**24 311**	**6 571**
Administrative services			
Accountant	1	75	20
Accounting Assistant	2	690	91
Administrative Assistant	9	1 528	255
Administrative Clerk	1	181	20
Administrative Officer	8	1 570	496
Advisory Services	3	143	28
Archives Assistant	1	361	86
Assembly and Binding Equipment Operator	4	528	68
Benefits Assistant	4	1 165	168
Benefits Officer	1	194	86
Budget Assistant	1	137	35
Buildings Services Assistant	1	144	33
Clerk	9	1 483	277
Clerk-Reader	1	143	33
Clerk-Typist	1	269	62
Computer Information Systems Assistant	1	204	45

Table 5. Use of retirees by function, 2002-2003

Function	*Number of retirees engaged*[a]	*Total of days worked*	*Total fees or salaries*[b]
Computer Systems Assistant	1	58	15
Data Entry Operator	1	180	5
Deputy Executive Secretary	1	153	26
Documents Assistant	5	337	84
Documents Clerk	7	642	148
Drafting of manuscripts	2	93	16
Finance Assistant	2	145	26
Finance Officer	1	318	102
Human Resources Assistant	1	114	29
Human Resources Officer	9	2 350	760
Inventory and Supply Assistant	1	120	29
Legal Assistant	2	201	41
Legal Officer	1	644	251
Liaison Officer	1	16	7
Library Assistant	2	260	63
Mechanic	1	460	59
Meetings Services Assistant	9	1 115	272
Meetings Services Clerk	2	261	59
Payroll Clerk	1	46	12
Personal Assistant	4	369	61
Personnel Assistant	1	60	12
Printing Officer	1	139	41
Printing Press Operator	6	1 146	147
Procurement Assistant	1	16	4
Procurement Clerk	1	164	37
Procurement Officer	1	388	88
Programme implementation	4	186	33
Programming Assistant	1	5	1
Public Administration Officer	1	174	33
Radio Producer	1	35	2
Recruitment Officer	1	289	62
Repairperson	1	87	10
Secretary	48	6 493	1 118
Security Guard	3	452	73
Security Officer	3	441	91
Special analytical studies	1	30	10
Staff Development Officer	1	693	148
Supervisor	2	62	15
Telephone Operator	1	181	7
Title to be determined	2	212	49
Travel Assistant	1	132	33
Subtotal	**184**	**28 082**	**5 880**
Other services			
Advisory Services	14	955	220
Assistant Secretary-General	1	181	22
Chief	7	565	167

Table 5. Use of retirees by function, 2002-2003

Function	*Number of retirees engaged*[a]	*Total of days worked*	*Total fees or salaries*[b]
Chief of Branch	3	58	10
Chief of Division	1	121	8
Chief of Section	5	533	164
Chief of Service	3	431	26
Chief of Unit	2	63	18
Coordinator	2	155	37
Deputy Director	5	410	118
Director	6	1 332	509
Director, Information Centre	1	268	86
Drafting of manuscripts	4	263	39
Driver	1	6	-
Foreman	1	90	17
Head	1	28	1
Lectures/training courses	2	41	11
Library Clerk	1	29	2
Military Adviser	1	61	16
Printing Services Clerk	1	210	7
Programme Evaluation	3	187	80
Programme implementation	16	1 084	254
Programme planning	1	31	27
Programmer	1	129	22
Programmer-Analyst	1	30	1
Public Information Assistant	3	491	42
Special analytical studies	4	705	49
Title to be determined	13	2 632	743
Training Officer	1	20	9
Under-Secretary-General	1	13	11
Subtotal	**106**	**11 122**	**2 714**
Total	**700**	**99 201**	**26 937**

[a] The total number of persons engaged for the biennium (700) differs from the baseline of 620 retirees because 80 were engaged for more than one function.

[b] In thousands of United States dollars.

Table 6. Use of retirees by age group, 2002-2003

Age group	*Percentage of total*	*Number of days worked*	*Total fees or salaries*[a]
55 to under 60	16.6	18 091	4 629
60 to under 70	78.9	77 228	21 120
70 to under 75	3.3	3 338	981
75 to under 80	1.0	405	153
Over 80	0.2	139	55
Total	**100.0**	**99 201**	**26 937**

[a] In thousands of United States dollars.

Table 7. Use of former staff who received a withdrawal settlement, by type of engagement

Type of engagement	*Number of retirees engaged*[a]			*Number of days worked*			*Total fees or salaries*[b]		
	2002	2003	2002-2003	2002	2003	2002-2003	2002	2003	2002-2003
Fixed-term	7	6	11	2 219	1 309	3 528	427	361	787
Intermediate	1	0	1	578		578	226		226
Limited duration	7	2	9	2 041	333	2 374	594	107	701
Short-term	18	24	26	2 385	2 862	5 247	688	807	1 495
Consultant[c]	8	10	12	1 021	1 076	2 097	248	309	557
Individual contractor[c]	1	4	4	88	411	499	18	59	77
Total	**42**	**46**	**63**	**8 332**	**5 991**	**14 323**	**2 201**	**1 643**	**3 844**

[a] The total number of persons engaged for the biennium (63) is less than the sum of the totals for 2002 and 2003 (88) because retirees who were engaged in both years are counted only once in the total for the biennium. The difference between the total for the biennium and the baseline of 57 retirees results from the fact that 6 persons had multiple engagements.

[b] In thousands of United States dollars.

[c] Special service agreements.

Table 8. Use of former staff who received a withdrawal settlement, by category of engagement

Category of engagement	*Number of retirees engaged*[a]			*Number of days worked*			*Total fees or salaries*[b]		
	2002	2003	2002-2003	2002	2003	2002-2003	2002	2003	2002-2003
Field Service and General Service	14	10	16	3 102	1 325	4 427	554	273	827
Professional and higher	19	22	29	4 121	3 179	7 300	1 381	1 002	2 383
Special service agreement	9	13	15	1 109	1 487	2 596	266	368	634
Total	**42**	**45**	**60**	**8 332**	**5 991**	**14 323**	**2 201**	**1 643**	**3 844**

[a] The total number of persons engaged for the biennium (60) is less than the sum of the totals for 2002 and 2003 (87) because retirees who were engaged in both years are counted only once in the total for the biennium. The difference between the total for the biennium and the baseline of 57 retirees results from the fact that 3 persons had multiple engagements.

[b] In thousands of United States dollars.

Table 9. Use of former staff who received a withdrawal settlement, by entity

Entity[a]	*Number of retirees engaged*[b]			*Number of days worked*			*Total fees or salaries*[c]		
	2002	2003	2002-2003	2002	2003	2002-2003	2002	2003	2002-2003
DGACM	10	13	14	1 212	1 910	3 122	347	564	911
DPKO/OMS	7	5	11	2 069	680	2 749	598	233	831
DPI	4	5	5	1 017	906	1 923	266	226	492
UNOG	3	4	4	497	673	1 170	122	156	278
ESCAP	2	1	3	599	2	601	229	1	230
DESA	2	3	3	300	277	577	127	100	227
DPKO	2	2	4	484	110	594	124	55	179
OCHA	2	2	2	373	171	544	82	67	149
DM[d]	2	2	3	868	148	1 016	100	42	143
OPPBA	1	0	1	630		630	77		77
OCSS	1	2	2	238	148	386	24	42	66
UNMOVIC	2	1	2	281	58	339	83	24	107
DPA	1	2	2	56	242	298	20	74	94
ECLAC	1	2	2	267	479	746	33	46	79
DDA	1	1	1	121	90	211	31	16	47
UNON	1	1	1	88	82	170	18	15	33
OHCHR	1	1	1	63	30	93	11	5	16
Interorganizational	0	1	1		30	30		10	10
UNIDO	1	0	1	37		37	8		8
UNCTAD	0	1	1		90	90		6	6
UNITAR	0	1	1		13	13		4	4
Total	**42**	**48**	**62**	**8 332**	**5 991**	**14 323**	**2 201**	**1 643**	**3 844**

[a] Please see list of abbreviations at the end of the annex.

[b] The total number of persons engaged for the biennium (62) is less than the sum of the totals for 2002 and 2003 (90) because retirees who were engaged in both years are counted only once in the total for the biennium. The difference between the total for the biennium and the baseline of 57 retirees results from the engagement of 5 retirees by more than one department or office during the biennium.

[c] In thousands of United States dollars.

[d] Represents the total for the following offices in the Department of Management: the Office of Programme Planning, Budget and Accounts and the Office of Central Support Services.

Table 10. Use of former staff who received a withdrawal settlement by country of origin and gender, 2002-2003

A. United Nations

Nationality	*Number of retirees engaged*	*Percentage female*	*Number of days worked*	*Total fees or salaries*[a]
United States	21	38	5 059	1 317
United Kingdom	4	50	1 367	288
Russian Federation	4	-	663	266
Malaysia	1	-	578	226
France	3	33	804	202
Australia	2	50	806	192
Ghana	1	-	454	146
Sweden	2	-	404	145
Senegal	1	-	272	121
Spain	1	100	544	117
Argentina	1	100	254	106
Denmark	1	-	220	97
Colombia	1	100	263	97
Belgium	1	100	455	90
Philippines	1	-	391	77
Chile	1	-	628	75
Zimbabwe	1	-	133	68
Serbia and Montenegro	1	100	211	47
Mauritius	1	-	178	40
Canada	3	33	105	35
Jordan	1	-	203	33
Germany	1	-	90	29
Saint Lucia	1	100	93	16
Cameroon	1	-	30	10
Trinidad and Tobago	1	100	118	4
Total	**57**	**35**	**14 323**	**3 844**

[a] In thousands of United States dollars.

B. Language-related services

Nationality	*Number of retirees engaged*	*Percentage female*	*Number of days worked*	*Total fees or salaries*[a]
Russian Federation	4	-	663	266
United Kingdom	1	100.0	547	159
France	2	50.0	405	120
Spain	1	100.0	544	117
Argentina	1	100.0	254	106
Colombia	1	100.0	263	97
United States	2	50.0	408	91
Jordan	1	-	203	33
Canada	1	100.0	42	7
Total	**14**	**50.0**	**3 329**	**995**

[a] In thousands of United States dollars.

Table 11. Use of former staff who received a withdrawal settlement, by function, 2002-2003

Function	*Number of retirees engaged*[a]	*Number of days worked*	*Total fees or salaries*[b]
Language related Services			
Editor	2	950	278
Editorial Clerk	2	245	40
Reviser	6	1 096	438
Text-Processing Clerk	1	544	117
Translator	1	86	32
Verbatim Reporter	2	408	91
Subtotal	**14**	**3 329**	**995**
Political, economic, social, environmental, humanitarian, advisory and technical assistance services			
Adviser	1	394	86
Adviser	1	394	86
Advisory services	3	361	144
Civil Affairs Officer	2	544	175
Drafting of manuscripts	1	75	8
Energy	1	21	4
Expert	1	134	56
Information Officer	4	1 580	394
Interregional Adviser	1	13	4
Police Commissioner	1	220	97
Political Affairs Officer	1	211	47
Population Affairs Officer	1	343	112
Press Officer	1	200	65
Programme evaluation	1	60	8
Programme planning	1	181	18
Radio Producer	1	93	25
Regional Adviser	1	578	226
Research Officer	1	30	10
Senior Officer	1	195	63
Special analytical studies	2	342	39
Spokesperson	1	71	23
Technical Officer	1	161	67
Technician	1	391	77
Subtotal	**29**	**6 198**	**1 747**
Administrative services			
Accounting Assistant			
Accounting Assistant	1	630	77
Administrative Assistant	1	178	40
Administrative Officer	1	60	22
Assembly and Binding Equipment Operator	1	166	21
Clerk	2	596	106
Clerk-Reader	1	143	33
Drafting of manuscripts	1	63	11
Inventory and Supply Assistant	1	120	29
Liaison Officer	1	16	7
Recruitment Officer	1	289	62
Repairperson	1	87	10

Table 11. Use of former staff who received a withdrawal settlement, by function, 2002-2003

Function	*Number of retirees engaged*[a]	*Number of days worked*	*Total fees or salaries*[b]
Secretary	5	787	142
Security Officer	1	399	82
Subtotal	**18**	**3 534**	**642**
Other Services			
Advisory Services			
Military Adviser	1	61	16
Programme evaluation	2	110	55
Programme implementation	1	237	79
Title to be determined	3	721	243
Subtotal	**8**	**1 262**	**459**
Total	**69**	**14 323**	**3 844**

[a] The total number of persons engaged for the biennium (69) differs from the baseline of 57 retirees because 12 were engaged for more than one function.

[b] In thousands of United States dollars.

Table 12. Use of former staff who received a withdrawal settlement, by age group, 2002-2003

Age group	*Percentage of retirees engaged*	*Number of days worked*	*Total fees or salaries*[a]
55 to under 60	56.9	8 213	2 243
60 to under 70	39.7	5 420	1 501
70 to under 75	3.4	690	99
Total	**100.0**	**14 323**	**3 844**

[a] In thousands of United States dollars.

Abbreviations used in the tables

DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
ITC	International Trade Centre UNCTAD/WTO
OCHA	Office for the Coordination of Humanitarian Affairs
OCSS	Office of Central Support Services
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRM	Office of Human Resources Management
OIOS	Office of Internal Oversight Services
OIP	Office of the Iraq Programme
OLA	Office of Legal Affairs
OMS	Office of Mission Support
OPPBA	Office of Programme Planning, Budget and Accounts
OSG	Office of the Secretary-General
OUSG	Office of the Under-Secretary-General
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UN-Habitat	United Nations Human Settlements Programme
UNJSPF	United Nations Joint Staff Pension Fund
UNIDO	United Nations Industrial Development Organization
UNITAR	United Nations Institute for Training and Research
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna